



An Assessment of Entrepreneurial Competencies among Naga entrepreneurs.

Moakumla Ao¹

And

Dr. Elangbam Haridev Singh²

Abstract

Combining abilities like risk-taking, creativity, and flexibility is what is meant by entrepreneurial competency. It determines commercial success and is nourished by education and cultural values. Assisting entrepreneurs and promoting economic growth need an understanding of and improvement in these abilities. The purpose of this study is to evaluate the entrepreneurial capabilities of Naga business owners. The study employs in the study is exploratory and sample size is 401 respondents. The data were analysed using mean, standard Deviation and ANOVA. The main finding is that there is a significant difference in the competency level between male and female but not significant difference among tribe.

Key words: Entrepreneurial competencies, tribe, ANOVA, Nagaland.

¹Research Scholar Department of Management, St. Joseph University, Nagaland

²Associate Professor Department of Management, St. Joseph University, Nagaland

Introduction:

The existence of multiple definitions of competence presents a significant obstacle for the competence literature (Hayton and McEvoy, 2006; Hoffmann, 1999). In the context of an occupational setting, competence is defined as an action, behaviour, or result that an individual working in that field should be able to accomplish. According to Dainty et al. (2003) A certain set of skills necessary for successful entrepreneurship has been named as entrepreneurial competencies. Small and new business development is frequently linked to this type of entrepreneurship (Colombo and Grilli, 2005; Nuthall, 2006, for example). Models of entrepreneurial competence are based on these diverse perspectives and understandings of the concept of competence, which has multiple facets and uses. Aspirations for higher performance and the possibility of financial gain or corporate success are usually the driving forces behind competence-related research and practise (Spencer and Spencer, 1993). According to Man et al. (2002), there are those who argue that starting a business requires entrepreneurial abilities, but growing a business requires managerial skills. Nevertheless, starting a business involves ability in both areas. The purported relationship between competences and the establishment, continuation, and expansion of a business enterprise is the source of interest in entrepreneurial competence (Bird, 1995).

Research suggests that knowledge of the skills needed and how the role of the entrepreneur changes over the course of a business's development will support the development of competence, which will then have an impact on the successful expansion of the business (Churchill and Lewis, 1983). Entrepreneurial talents are seen crucial for the expansion and prosperity of businesses, and a comprehension of their nature and function can provide significant implications for operations. However, the conversation about entrepreneurial competences in the literature on entrepreneurship is still in its infancy, despite the apparent significance of these skills (Brinckmann, 2008). Entrepreneurial skills are seen to be crucial for the expansion and success of businesses. In order to: provide an integrated account of contributions relating to entrepreneurial competencies by different authors working in different countries and industry sectors and at different points in time; and, develop an agenda for future research and practise in relation to entrepreneurial competencies, this paper aims to conduct a literature review of research on entrepreneurial competence (Mitchelmore & Rowley, 2010a).

Objectives:

1. To find the difference of Entrepreneurial competencies among male and female Naga entrepreneurs.
2. To find the difference of entrepreneurial competencies among the tribes of Nagaland entrepreneurs.

Literature review:

Today's entrepreneurs must possess greater competence and skill than those who operated before the turn of the century. An extensive corpus of research has emerged regarding the superior skills and qualities that entrepreneurs must possess in order to thrive and compete. According to Barazandeh et al. (2015), entrepreneurial competences include both entrepreneurial abilities and entrepreneurial personalities. Given the state's growing unemployment rate, entrepreneurship is the only practical solution to the problem (Kelevino & Ovung, 2022). The architects of the new economic stability for the nation and the individual are the entrepreneurs. Benefits outweigh the hazards in this situation. It involves thinking creatively, being resourceful, seeking out new chances, and testing out novel goods and services. The entrepreneurs are the ones who are designing the new economic stability for the country and the individual. In this case, advantages exceed risks. It entails using original thought, resourcefulness, looking for new opportunities, and experimenting with new products and services. Through an entrepreneurship development

programme, they can enhance their abilities and competitiveness while getting ready for future growth in all ethical domains. The four main competency clusters were identified as competencies in business and management, entrepreneurship, interpersonal dealings, and individual and connection, according to Mitchelmore et al. (2013).

The nation's economic development has been mostly driven by the entrepreneurs' fervour for entrepreneurship and their full-time commitment in their firms; yet, the entrepreneurs' occupation has not shown much relevance. The researcher is encouraged by this news. It was also discovered that the firm owners' performance was comparable and that there was no obvious relationship between the number of employees and gender (Aier, 2019). In Naga society, the dearth of entrepreneurial spirit and the over-reliance of people on government jobs have essentially become habits and cultural norms. There are extremely few Nagas who would rather work for themselves or start their own businesses. An elite Naga entrepreneur must possess greater provisions for business establishment and sustainability as a result of their competency in entrepreneurship. This study evaluates the current state of the entrepreneurial skills of Naga business owners. The issues these business owners face are their fault and need to be resolved (Kelevino & Oving, 2022).

The measure of entrepreneurial abilities was retained, while the measure of entrepreneurial competences was eliminated (Barazandeh et al., 2015). Studies on entrepreneurial competency that consider the context of Nagaland are non-existent. Research in this area is therefore necessary. Sackey et al. (2013) state that the nation's issues with entrepreneurial development have been made worse by the abundance of inexperienced business owners. According to Singh (2015)'s research, a number of variables, such as the region's rugged terrain, absence of banking practises, isolated habitation zone, first-generation entrepreneurs, and loan repayment default, have contributed to the poor rate of entrepreneurship development in the area. Kralj et al. (2005) made a similar statement, stating that an entrepreneur is a person who develops a business plan for an enterprise. For this reason, it has been highlighted by Schoonover et al. (2000) and Sinnott et al. (2002) that the entrepreneur competency technique is equally important and effective in fostering the entrepreneurial attitude and talents as management knowledge. These days, all major human resource disciplines—recruiting, selection, assessment, development, appraisal, and rewards—use competency-based software, which also fosters the mindset and abilities of entrepreneurs. According to our research, companies that have a wide range of competencies perform better than those that have a limited emphasis. These findings do not suggest that value, innovation, customer happiness, and product quality are not important components of the business' success. But they do argue that being successful in these areas by itself is not enough to bring in large sums of money and a substantial workforce (Lerner & Almor, 2002).

Man et al. (2005) state that a company's performance is greatly influenced by its business owners. The majority of prospective scholars in these fields of study will find fresh insights into professional mindsets and knowledge from studies on entrepreneurial competencies. Small business owners that are adept at "creating a mechanism for talent development" usually have success. While "making practicable solutions for actions" or "understanding the various urgency of problem elements" are areas in which a manager of a large corporation excels. Because they can generate innovative ideas, weigh risks and opportunities, or start and run a business, entrepreneurs are seen in high regard by the general public (Wei-Wen Wu, 2009). Business owners gain from enhanced knowledge and abilities, which might encourage the development of entrepreneurial skills, according to Haynes (2003). Higher education was specifically linked to self-report of more advanced entrepreneurial competencies.

Notwithstanding the body of literature already in existence, research on female entrepreneurship is extremely important, especially in northeastern India, where economic development has progressed more slowly than in other parts of the country. The academic literature has identified certain significant limitations with the controversial

evidence of gender differences in entrepreneurship and the deficiencies of the available research in transition economies. These limitations primarily stem from a lack of methodological rigour and a absence of liable and illustrative investigations. Researchers' interest in the gender system of entrepreneurship is motivated by the phenomenon's consequences for equality and the economy. Due to ingrained beliefs and traditions—men are always viewed as superior in every way—and the patrilineal society to which they belong, there is still a gender gap among Naga entrepreneurs. Additionally, research on female entrepreneurship has grown significantly since small business and entrepreneurship researchers first identified female entrepreneurs in the middle of the 1970s (Aier, B., 2019).

Through entrepreneurship education, indigenous youth must change their perspective on life. As a result, they gain resilience, self-belief, and confidence—qualities that help them overcome social and economic challenges. Additionally, entrepreneurship education equips young people from indigenous communities with the core competencies—financial management, problem-solving, and company planning—necessary for success in the corporate world. These abilities help people rise socioeconomically because they enable them to identify and take advantage of business possibilities. Tribal youth are beginning enterprises in a range of industries, such as agriculture, handicrafts, tourism, and eco-friendly projects, with their newly acquired knowledge and skills. These companies support tribal people by generating jobs and by safeguarding and enhancing their cultural heritage (Kumar & D. Shobana, 2023).

Research methodology

In this research 401 samples were collected from different locations in Nagaland. Out of which 228 entrepreneurs were male and 173 were female entrepreneurs.

The tools used for the analysis were ANOVA and Mean and standard deviation.

Out of the 401 data collection Ao entrepreneurs were 156, 34 were lotha, 65 were Angami, 40 were semas, 38 were chakhesang and 68 were from the other tribes.

Analysis and finding:

Table no. 1: Gender

Gender	Mean	Number	Standard Deviation
Male	3.7964	228	.61491
Female	3.6780	173	.70902
Total	3.7453	401	.65893

(source: Authur's own)

Based on the gender mean results, 3.79 out of 401 data points were collected by men and 3.67 by women, with a standard deviation of .61 for men and .70 for women. To go further, the researchers stated a hypothesis as H_n: There is no significant difference between the entrepreneurial competency between male and female. The finding in the table no. 2 shows that there is no significant difference between the competencies level of male and female response in the study.

Table no. 2: Gender and competencies

	Sum of Squares	Degree of Freedom	Mean Square	F-Statistics	Significant
Between Groups	1.379	1	1.379	3.194	.075
Within Groups	172.297	399	.432		
Total	173.676	400			

Source: Authors own.

Table No. 3. List of the tribe

Code	Mean	Number	Std. Deviation
Ao	3.7326	156	.69924
Lotha	3.6008	34	.84828
Angami	3.7780	65	.53035
Sumi	3.8464	40	.47035
Chakhesang	3.8158	38	.67654
Others	3.7164	68	.65929
Total	3.7453	401	.65893

Source: Authors own.

Out of 401 data collections, the mean findings for the 16 major Naga tribes were as follows: Ao had mean findings of 3.73 with a standard deviation of .69; Lotha tribe had mean findings of 3.60 with a standard deviation of .84; and Angami tribe had mean findings of 3.77 with a standard deviation of .53. The average results for the Sumi tribe are 3.84, with a standard deviation of .47. The Chakhesang tribe has mean findings of 3.81 with standard deviation of .65, while the mean findings of the other tribes are 3.71 with standard deviation of .65. Again the research like to test the hypothesis

HN: there is no significant difference between the competency level between the tribe.

The result in table no 4 show that there is no significant difference in the competency level among the tribes.

Table No. 4; result of ANOVA between tribe and EC

	Sum of Squares	Degree of Freedom	Mean Square	F	Sig.
Between Groups	1.459	5	.292	.669	.647
Within Groups	172.217	395	.436		
Total	173.676	400			

Source: Authors own.

Conclusion:

In certain competency-related publications, the term "competence" is either vague or poorly defined. Words like expertise, knowledge, skills, and competences are frequently employed synonymously without giving them any thought. Clearness in practical applications and implementations as well as the growth of a body of knowledge from research endeavours are hampered by the imprecise vocabulary used by practitioners and academics and the lack of agreement on definitions. It is also crucial for developers to be clear in practical circumstances about whether their goal is competence through minimal standards compliance or excellence through competencies (Mitchelmore & Rowley, 2010).

how that between groups for sum of square is 1.45 and mean square is .29. on the other hand, within group, sum of squares are 172.21 and mean square is .43.

Limitation of the study

There are limitations for Naga business owners in Nagaland for a variety of reasons. Man and Lau (2005) state that the demands of diverse industrial environments both drive and strengthen entrepreneurial competencies, which are rooted in the owners' or managers' common sociocultural background. Even in the event that the study's goals were achieved, the researcher would inevitably run into some limitations or challenges. Politicians and educators should be aware that current training programmes don't do much to encourage the development of entrepreneurial abilities, at least in the opinion of study participants (Umar et al., 2018).

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